

**WIS**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 – July 31, 2021**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Producer	1-35, 38, 47-48	38
Reporter/MMJ	1-35, 46-47	46
News Producer	1-35, 47	33
Anchor/Reporter	1-35, 46-47	46
News Producer/Digital Content Producer	1-36, 38, 47	38
Producer/Reporter	1-35, 47	33
BIT Engineer	1-36, 38, 47	33
News Producer	1-36, 38, 47	38
Digital Producer	1-35, 38, 47	33
Assignment Editor	1-36, 38, 47	35
Supervising Producer	1-36, 38, 46-47	46
Digital Point Person	1-36, 38, 46-47	46
Sr. Reporter/MMJ	1-36, 38, 47	33
Morning Anchor/MMJ	1-36, 38, 47	38
Multi-Platform Consultant	1-36, 38, 46-47	46
Multi-Platform Consultant	1-36, 38, 47	38
News Producer	1-38, 47	35
News Producer	1-38, 47	38
Executive Producer	1-36, 38, 42	33
Assistant News Director	1-4, 6-35, 37-39, 42	39

**WIS-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 – July 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Arc of the Midlands Attn: Melinda Moore <a href="mailto:Employment@ArcMidlands.org">Employment@ArcMidlands.org</a> 803-693-5746	Y	
2	Babcock Center Attn: Mike Bell P.O. Box 4389 West Columbia, SC 29170 <a href="mailto:mbell@babcockcenter.org">mbell@babcockcenter.org</a>	Y	
3	Be Kind Be Great Attn: Ericka Brown <a href="mailto:bekindbegreat@yaoo.com">bekindbegreat@yaoo.com</a>	Y	
4	Collective Talent Attn: Michael Billie <a href="mailto:billie@michaelsmedia.com">billie@michaelsmedia.com</a>	N	
5	Infinity One Corporation Attn: Preston Anderson 3031 Scotsman Road Suite 5 Columbia, SC 29223 803-465-9085 <a href="mailto:preston@infinityonecorporation.com">preston@infinityonecorporation.com</a> *Added to recruitment list on 04/22/2020	Y	
6	Irmo High School Attn: Tia McDonald, M.Ed., LPC, GCDF <a href="mailto:tmcdonald@lexrich5.org">tmcdonald@lexrich5.org</a> 803-476-3057	Y	
7	Midlands Society for Social Change Attn: Eugene Washington <a href="mailto:eugenewashington@hotmail.com">eugenewashington@hotmail.com</a>	Y	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	OneCore Workforce Solutions, LLC Attn: Denise Nixon <a href="mailto:connect@onecoreworkforce.com">connect@onecoreworkforce.com</a>	Y	
9	USC Department of Retailing and the College of Hospitality Attn: Reenea Harrison, PhD USC Coliseum Suite 4000-C Columbia, SC 29207 <a href="mailto:hrsmretl@mailbox.sc.edu">hrsmretl@mailbox.sc.edu</a> 803-777-1263	Y	
10	Westwood High School Attn: Brittany Singleton <a href="mailto:bsingleton@richland2.org">bsingleton@richland2.org</a> 803-691-4049 x 36307	Y	
11	Allen University Career Placement Office 1530 Harden Street Columbia, SC 29204	N	
12	Clafin University Career Placement Office 400 Magnolia Street Orangeburg, SC 29115	N	
13	Clinton Jr. College Career Placement Office 1029 Crawford Road Rock Hill, SC 29730	N	
14	Columbia Branch NAACP Attn: Lonnie Randolph P.O. Box 11324 Columbia, SC 29211	N	
15	Columbia College Placement Director Career Center 1301 Columbia College Drive Columbia, SC 29203	N	
16	Columbia Relations Council Attn: Henri E. Baskins P.O. Box 7277 Columbia, SC 29202	N	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	Columbia Urban League Attn: J.T. McLawhorn P.O. Box 50125 Columbia, SC 29250	N	
18	Denmark Technical College Career Placement Center 500 Solomon Blatt Avenue Denmark, SC 29042	N	
19	Francis Marion University Career Placement Office P.O. Box 100547 Florence, SC 29501	N	
20	Midlands Technical College Attn: Hart Hayden P.O. Box 2408 Columbia, SC 29202 803-738-7820	N	
21	Morris College Career Planning 100 W College Street Sumter, SC 29150	N	
22	Newberry College Attn: Travis Ballenger 1200 College Street Newberry, SC 292108	N	
23	SC State University Career Service Center 300 College Street NE Orangeburg, SC 29117	N	
24	SCETV Network Attn: Personnel Director 1101 George Rogers Blvd. Columbia, SC 29211	N	
25	South University Attn: Nicole Williams 9 Science Court Columbia, SC 29203 <a href="mailto:lnwilliams@southuniversity.com">lnwilliams@southuniversity.com</a>	N	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	State Conference NAACP Attn: Job Postings P.O. Box 1148 Columbia, SC 29202	N	
27	University of South Carolina School of Journalism & Mass Communications Columbia, SC 29202 803-777-3347	N	
28	Voorhees College Career Placement Office P.O. Box 678 Denmark, SC 29042	N	
29	Winthrop College 217 Johnson Hall Rock Hill, SC 29733 803-323-4532	N	
30	South Carolina Broadcasting Association Attn: Margaret Wallace 1 Harbison Way Columbia, SC 29212 803-732-1186	N	
31	TV Jobs Website <a href="http://www.tvjobs.com">www.tvjobs.com</a> 760-754-8177	N	2
32	Media Match Website <a href="http://www.media-match.com">www.media-match.com</a>	N	
33	Gray Television – <a href="http://www.gray.tv/careers">www.gray.tv/careers</a> Station Website – <a href="http://www.wistv.com">www.wistv.com</a>	N	21
34	On-Air Recruitment Promo	N	
35	Indeed.com <a href="http://www.indeed.com">www.indeed.com</a>	N	18
36	Monster.com <a href="http://www.monster.com">www.monster.com</a>	N	
37	Zip Recruiter <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N	
38	Linkedin <a href="http://www.linkedin.com">www.linkedin.com</a>	N	12
39	Generic Internet Referral (Other websites that scrape postings)	N	8

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Gray TV Recruiter	N	
41	Spots N Dots <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>	N	
42	TV News Check Attn: Patty Hersh <a href="http://www.tvnewscheck.com">www.tvnewscheck.com</a> 910-420-6003	N	
43	Job Fair (Various)	N	
44	WIS Employee Referral	N	1
45	Word of Mouth (Non-Employee Referral)	N	3
46	WIS/Gray TV Employee Internal Candidate	N	10
47	Bethlehem Baptist Church of Columbia 1218 Lyon Street Columbia, SC 29204 Eunice E. Gray-Davis <a href="mailto:secretary@bbcofcolumbia.org">secretary@bbcofcolumbia.org</a> *Added to Recruitment List 08/31/2020*	Y	
48	Carolina Community Actions <a href="mailto:tbellamy@ccainc.org">tbellamy@ccainc.org</a> *Added to Recruitment List 05/19/2021*	Y	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			75

**WIS**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 – July 31, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Full-time job postings on minority websites.	All job openings in top EEO categories are posted with media trade groups whose membership includes substantial participation by minorities, including Columbia Branch NAACP, Columbia Urban League, State Conference NAACP.
<b>2</b>	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	01/23/2021 – Meteorologist attended “Chasing the Rainbow”, a virtual event, where he spoke about a career in Meteorology.  02/17/2021 – Meteorologist spoke with the University of South Carolina Honors College’s Meteorology class.
<b>3</b>	Employee Training	Training is ongoing, including out of station classes/seminars, and in-house coaching. Training included:  01/25/2021 – Technology department employees attended ‘Engineering Field Services’ training provided by Chuck Britt & Associates, Inc.
<b>4</b>	Job Fairs	WIS Department Managers participate in job fairs to introduce themselves to students to discuss employment trends, outlooks and various types of employment opportunities the station provides. WIS has attended one (1) job fair during this reporting period.  02/17/2021 – Virtual Job Fair – Uof SC School of Journalism
<b>5</b>	Provide EEO Training to Management Level Personnel	July – August 2020 - Our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to

		<p>identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gender language, race, class and ability, how to apologize effectively.</p> <p>11/19/2020 – EEO Coordinator participated in “The FCC’s Equal Employment Opportunity Rules” webinar hosted by Wiley Rein, LLP</p>
6	Broadcasting of outreach recruitment to local organizations regarding job openings.	<p>WIS airs the below promo, recruiting organizations who would like to receive our job openings:</p> <p>WIS Television is an equal opportunity employer. The company is committed to ensuring equal opportunity and nondiscrimination in every aspect of its employment practices. All personnel policies and procedures including recruitment, evaluation, hiring, promotion, compensation, training, and termination are made and implemented without regard to race, color, religion, national origin, or sex. In addition, WIS managers conduct periodic reviews of the station’s compliance with EEO policies and make continuing efforts to exclude all unlawful forms of prejudice or discrimination from employment practices.</p> <p>As part of the station's EEO program, WIS uses a wide variety of recruitment sources to advertise open positions. To help us conduct a broad outreach in filling job vacancies, managers enlist the help of employees, other Gray Television business units, and a wide range of community groups and institutions within our coverage area. Organizations that would like to receive notices of open positions at WIS should contact Personnel Coordinator Stephanie Shealy at 803-758-1251. WIS also files an annual report on its EEO recruitment efforts, which is available for public inspection at WIS during regular business hours and can be found on our website at <a href="http://wistv.com">wistv.com</a> in the Job Link section.</p>